

# Dept. of Corrections Facts – FY '12

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## General Information

**Address:** Jessie Parker Building  
510 East 12<sup>th</sup> Street  
Des Moines, IA 50319

## Workforce Data (unless otherwise noted, information provided is at the end of FY '12)

# FT EEs: 2,718	# PT EEs: 8	# Temporary EEs: 51	Average Length of Service: 12.94
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Span of Control: 12.46	Total Unemployment Insurance Claims: 38
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	31	45-54	980	<25	0	45-54	116	# of Females:	861	# of Males:	1,857
25-34	436	55-64	519	25-34	3	55-64	47	% of WF:	31.68%	% of WF:	68.32%
35-44	719	65+	33	35-44	51	65+	1	Average Age:	46.83	Average Age:	45.56
Employee Average Age: 45.96				Supervisor Average Age: 50.04				Average Length of Service: 11.73		Average Length of Service: 13.50	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	171	# of Non-minorities:	2,527	# African-American:	77	# of "did not respond":	20
% of Workforce:	6.29%	% of Workforce:	92.97%	# Asian/Pacific Island:	21	% of Workforce:	0.74%
Average Age:	43.65	Average Age:	46.12	# Am. Indian/Alaskan:	14	Average Age:	45.81
Average Length of Service:	10.75	Average Length of Service:	13.11	# Hispanic or Latino:	59	Average Length of Service:	9.44

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	84	# of Persons With No Disabilities:	2,261	# of "did not respond":	373
% of Workforce:	3.09%	% of Workforce:	83.19%	% of Workforce:	13.72%
Average Age:	50.34	Average Age:	45.45	Average Age:	48.12
Average Length of Service:	18.22	Average Length of Service:	12.03	Average Length of Service:	17.25

Officials/Administrators EEO Category 1: 141	Professionals EEO Category 2: 447	Technicians EEO Category 3: 89	Protective Service: Sworn EEO Category 4: 1,627
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 128	Skilled Craft EEO Category 7: 155	Service/Maintenance EEO Category 8: 131

Separation Rate: 5.95%	Hire Rate: 2.98%	Number Hires: 74	Transfer In: 8
Retirements: 54	All Terminations: 32	Voluntary Quits: 65	Transfer Out: 13

# of Classes Used: 121	Most Populous Classes: Correctional Officer (1,456), Correctional Counselor (127), Registered Nurse (113)		
Separations - By Class:	Correctional Officer (76), Registered Nurse (11), Correctional Food Service Coordinator (7)		
# Eligible for Retirement:	271 Protect Serv 259 General - in next 5 yrs	% Eligible (Protective Serv): 16.66% % Eligible (General): 23.74%	

## Leave and Benefits (unless otherwise noted, information provided is at the end of FY '12)

Vacation Payouts: \$730,385.14	Sick Leave Payouts: \$97,405.10	Annual Payroll: \$158,114,298.21	Avg. Base Salary: \$55,479.15	Overtime Days Worked: 10,012.5
Overtime Cost: \$2,994,637.73	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$11,784,841.46	Vacation Days Earned: 54,249.4	Vacation Used Expense: \$11,180,008.80	Vacation Days Taken: 51,575.6	
Sick Leave Days Earned: 44,401.9	Reg. Sick Leave Used Expense: \$5,842,946.47	Reg. Sick Leave Days Used: 28,461.1	Converted Sick Leave To Vacation Days Used: 1,736.3	
Sick Leave -Earned Value: \$9,052,736.61		Avg. Sick Leave Days Per EE: 10.47	Converted Sick Leave To Vacation Used Expense: \$407,001.20	
Injury Leave Used Expense: \$54,095.77	Injury Leave Days Used: 262.3	Classification Appeals: 4	<b>Reclassifications</b> Up (Filled): 24 Up (Vacant): 6 Down (Filled): 5 Down (Vacant): 4 Lateral (Filled): 10 Lateral (Vacant): 5 Approx. Annual New Cost of Reclassified Positions:* \$191,817.60	<b>Grievances</b> Contract Grievances: 422 Disciplinary: 104 Language: 318 Non-Contract Grievances: 1 Disciplinary: 1 Language: 0 Arbitrations: 6
Funeral Leave Used Expense: \$373,535.61	Funeral Days Used: 1,816.2	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$7,535.95	Jury Leave Days Used: 33.0	Special Duty Pay: \$0		

\* based on difference between average of old and new pay grade FY '12. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for FY12" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 2012